

TO: LACCW
FROM: Ana Maria Garcia
DATE: July 1, 2015

I attended the ACCW Meeting on Saturday, June 27, 2015 at Thomas Jefferson School of Law in San Diego, CA. It was a pleasure to represent the Los Angeles County Commission for Women. I met many commissioners and said hello to our friends who came to our Women's Summit on June 8, 2015 (Char and Araceli)

ADMINISTRATIVE MATTERS:

ACCW encourages Commissions to support and become members of NACW. I believe LACCW already is a member;

ACCW still working with Mt. St. Mary's on costing out possible Statewide Report;

ACCW has some Women's Pins (Inspiration, Cancer Awareness, red hats, DV) that they would send to us on consignment to sell – total cost per pin \$20 - LACCW would get \$5/pin and ACCW \$15 – Pins are very nice.

ACCW not a 501©(3) – so all dues/money raised etc goes through Earth Rights Institute that charges ACCW a 7% administrative fee. Discussion had on the pros & cons of ACCW not being a non-profit.

ASSEMBLY SPEAKER – TONI ATKINS – Handout – A Stronger CA (Pillars for Women's Issues)

Chris Wagaman works with the Speaker of the Assembly on “special projects”. She will be reaching out to several CWs to help do some outreach statewide for some Assembly Hearing they will be having beginning in July, 2015 in San Jose. Then they will have hearings in Los Angeles, San Diego, San Francisco, Orange County, San Bernardino/Riverside. Issue will be Listening Tour across the state to hear about issues/obstacles and challenges faced by girls & women of color. Look out for these and then work to make sure that people come out and speak. State Office on the Status of Women was de-funded and John Perez got together with Geena Davis and found some money in the budget to hold the Commission over. Speak Toni Atkins, along with other strong Assembly Voices – Cristina Garcia, Hannah Beth Jackson, Carol Liu obtained a budget of \$500,000 from the general funds to keep the Commission going. They now have 4.2 positions to do this work and a new Executive Director – Nancy Kirschner Rodriguez.

Speaker Atkins spoke about the goal of improving the conditions for Women in all spaces – with substance not just symbols.

There have been increases in budget that will help women:

Schools; Higher Education; Child Care & Pre-school funds;

State Earned Income Tax Credit (\$400 to an eligible taxpayer to supplement the federal EITC)

Putting cash in the hands of people working very hard yet earning very little

Health Insurance – covering ALL kids – not just by citizenship
HOUSING AB 35; AB 1335;

AB 1407 – Supporting victims of DV – access to cell phone records – power for victims to take power away from abuser to track the phones and find the DV victims fleeing from abusive relationship.

PAY EQUITY

Women's Veterans – interesting comment: Women do not see themselves as “veterans” They will only respond to have you been in the military? Yes Are you a veteran? They usually say no

HUMAN TRAFFICKING –

In 2014-2015 14Million to help victims of trafficking; in 2015-2016 an addition 10Million (24Million) to help victims of trafficking in the CA budget.

FACTS: CA is #4 in most Human Trafficking; Human Trafficking has surpassed Weapons as 2nd highest criminal enterprise - 1. Drugs sales; 2) Human Trafficking and 3) weapons

[4 Ps – Prevention; Protection; Prostitution and Partnership] Several hand outs

LEADERSHIP – need more women to run for public office – Women are LOSING ground in this area – not gaining – need to change this trend.

CEDAW – Convention on the Elimination of all Forms of Discrimination Against Women - Attachment 2 – FAQ on CEDAW

There was a Frequently Asked Question sheet on steps we can take to encourage our Board of Supervisors to take a stand on this Equal Pay issue.

Equal Pay Day (Around April 15) (usually a Tuesday)

Why April – because it takes until April of the following year for Women to catch up to her male counterparts for comparable work;

Why Tuesday – because it takes until Tuesday of the following year for Women to catch up to her male counterparts for a week of work;

STATE COMMISSION – IDEAS

There have been exciting new appointments to the Commission for Women at the State Level and we look forward to increasing activities around these important issues for Women

New Commissioners on the State Level: Julie Suh (Labor Commissioner, Attorney)
[Expertise: Wage gap; labor equity; equal pay] and Alicia Wilkins (Riverside/SB) Revitalized the Sexual Assault's Violence Office of Emergency Services) There are a total of 17 Commissions on the State Commission and we should consider inviting them to address our

local Commissions as an introduction and so that they could work in partnership with us to raise awareness and relationship build. We should consider:

- a) Ask the Women's Legislative Caucus for a monthly update on legislation that affects Women;
- b) Legislative Women's Caucus has offered to write OP ED pieces that we can have published in our local papers; etc.
- c) Invite a State Commr. To one of our Monthly meetings

ACCW - 2016 Meeting in Sacramento, CA – Conference in January, 2016

Friday 1/22/2016

Library Courts building in Sacramento

Women's Policy Summit – CA Center for Research on Women & Family

THEME: ADVOCACY IN ACTION

Presented by the Association of California Commissions on Women

Working groups – need volunteers

Fundraising – chair CHAR (Pasadena)

Day Agenda – AMG volunteered to work on this with other commissioners;

Social Media/Publicity -

We should consider sending some Commissioners to this event.

CONCLUSION

Interesting and informative meeting. Made many contacts. Glad I was able to attend.

Next steps: Discussion on sending representatives to January meeting in Sacramento; Put Sacramento meeting into our agenda/budget/discussion



SAN FRANCISCO
DEPARTMENT ON THE
STATUS OF WOMEN



Cities for CEDAW – Frequently Asked Questions

WHAT IS CEDAW?

The United Nations (UN) Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted by the UN General Assembly in 1979, and is often referred to as the “Women’s Equality Treaty.” CEDAW condemns all forms of discrimination against women and girls and calls upon countries to ensure equality in the civil, political, economic, social, and cultural arenas. To date, 188 countries have ratified CEDAW. The United States is the only industrialized country that has failed to do so.

WHAT IS THE CITIES FOR CEDAW CAMPAIGN?

The campaign aims to create a framework for improving the status of women and girls locally by promoting the adoption of CEDAW principles as a local measure in US cities. In 1998, San Francisco became the first city in the world to enact an ordinance reflecting the principles of CEDAW. Since then, it has been effectively used to implement policies and practices that address the needs of women and girls in the city.

Cities for CEDAW is a campaign supported by the NGO Committee on the Status of Women New York (NGO CSW), the UN Association of the USA, and the Leadership Conference on Civil and Human Rights. The San Francisco Department on the Status of Women (DOSW) and Women’s Intercultural Network serve as co-peer leaders of the campaign.

HOW DO I JOIN THE CITIES FOR CEDAW CAMPAIGN?

- **Mayors and other officials** can join the Cities for CEDAW campaign by publicly committing to and initiating efforts to enact a local CEDAW ordinance. Tools, resources, and assistance are found at Cities4CEDAW.org.
- **Civil society leaders and organizations** can join the campaign by organizing local coalitions and lobbying their city officials to enact CEDAW at the local level. Tools, resources, and assistance are found at CitiesforCEDAW.org.
- **Cities** join the Cities for CEDAW Campaign by enacting a local measure that reflects the principles of CEDAW and ensures successful implementation by including three essential elements, described below.

WHAT ARE THE 3 REQUIREMENTS OF A LOCAL CEDAW MEASURE?

- **Gender Analysis** – To integrate gender considerations into operations; This involves an analysis of the city workforce, services, and budget and also includes other demographic characteristics reflecting women’s diversity, such as race, disability, and sexual orientation. The goal is to employ a gender lens in the daily operations of local agencies.
- **Oversight Body** – Crucial to the implementation of programming and policies is having a body, such as a Commission on the Status of Women, Human Rights Commission or Office on Diversity, oversee action plans and ongoing efforts to eliminate discrimination against women and girls.
- **Funding** – This is a commitment by the municipality to ensure women are being treated and served fairly. This could include funds already allocated to women and girls services. For example, municipalities should aim to achieve equitable allocations for homeless women, girls’ recreation, and women in city apprenticeship programs.

WHAT DOES IT MEAN TO JOIN THE CAMPAIGN?

Joining the campaign is a commitment to the women and girls of your local area. This campaign is not only about gender equity, it is also about local government’s obligation to serve all residents, including women and girls.

WHO SHOULD BE INCLUDED IN THE PROCESS?

A broad coalition of advocates for women and girls, human rights organizations, labor unions, government officials, and city departments, like Human Resources, were key to developing the San Francisco CEDAW Ordinance.

I SEE THERE IS AN ORDINANCE TEMPLATE, BUT ARE WE ABLE TO DRAFT OUR OWN LOCAL MEASURE?

Local implementation of CEDAW needs to be relevant and appropriate to the local context. We provide a template so that other cities do not have to reinvent the wheel. To be counted as a CEDAW city, a local measure should have the 3 elements of gender analysis, oversight, and funding. Also important is the definition of discrimination from CEDAW:

Discrimination against women shall include, but not be limited to, any distinction, exclusion or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

HOW HAS CEDAW WORKED AT THE LOCAL LEVEL?

CEDAW provides a framework for cities to better understand the populations they are serving, determine whether services are being delivered equitably and efficiently, and identify and rectify any practices and policies that discriminate against women and girls. Using CEDAW, San Francisco has developed tools to address the questions that are critical to every efficient government: (1) who are we serving, and (2) how effectively are we serving them?

➤ **EXAMPLE: PREVENTING VIOLENCE AGAINST WOMEN**

Freedom from violence is a fundamental human right. The San Francisco Commission on the Status of Women funds non-profit organizations that provide direct services to victims of violence against women including hot lines, shelters, legal services, case management, and prevention education. The Commission also oversees numerous policy initiatives:

1. **Justice and Courage Project for Domestic Violence Policy Reform** – Promoted a victim-centered response by law enforcement agencies, expanded the cultural competence of first responders and service providers to immigrant victims, and advocated a systems approach to domestic violence response including the use of new technologies. **As a result of this work, San Francisco eliminated domestic violence homicides for a record 44 months (2010-2013).**
2. **Family Violence Council** – Addresses family violence across the lifespan by bringing together advocates working against child abuse, domestic violence, and elder abuse on a quarterly basis. The Family Violence Council documents the rates of family violence and proposes policy reforms to improve the criminal justice and social service response.
3. **San Francisco Collaborative Against Human Trafficking (SFAHT) & Mayor's Task Force on Human Trafficking** – SFAHT brings together community-based organizations and government agencies to raise awareness about modern slavery. The Mayor's Task Force seeks a comprehensive city response from law enforcement, public health, child welfare, the school district, and community-based organizations to human trafficking.

➤ **EXAMPLE: GENDER RESPONSIVE BUDGETING**

When San Francisco faced a severe budget crisis spanning several years, DOSW trained the Mayor's Budget Office to determine the impact of budgeting decisions on employment and services by gender, race, and other characteristics. This allowed the city to anticipate potentially discriminatory effects before they took place and develop policy responses.

➤ **EXAMPLE: PROMOTING GENDER EQUALITY IN THE PRIVATE SECTOR**

After 10 years of focus on government entities, DOSW launched an initiative to build more productive workplaces for both women and men in the private sector. Based on 7 principles ranging from compensation to supply chain practices, the award-winning Gender Equality Principles Initiative provides companies with practical standards, resources, and tools to improve gender equality from the factory floor to the boardroom. See more at GenderPrinciples.org.

For more information, go to Cities4CEDAW.org (for local government officials) and CitiesForCedaw.org (for civil society leaders).

June 18, 2015

A Stronger California:

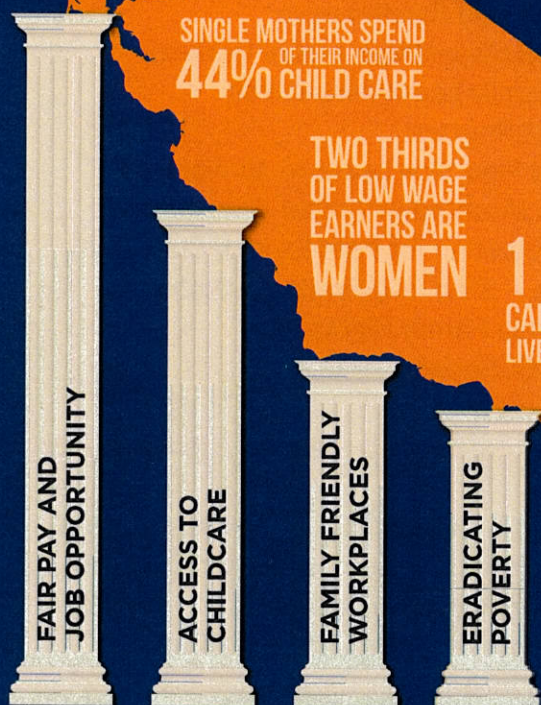
Securing Economic Opportunity
for All Women

WOMEN LOSE
\$33 BILLION
IN INCOME BECAUSE OF
UNEQUAL PAY

SINGLE MOTHERS SPEND
OF THEIR INCOME ON
44% CHILD CARE

TWO THIRDS
OF LOW WAGE
EARNERS ARE
WOMEN

1 IN 4
CALIFORNIANS
LIVE IN POVERTY



A Stronger California reflects a visionary collaboration among advocates, legislators, and those we all serve in communities across California. The Agenda has four pillars that frame the policy initiatives critical to the economic security of women and families in our state. The pillars and their corresponding primary legislation:

- Fair Pay and Job Opportunity – Fair Pay Act
– SB 358 (Jackson)
- Access to Childcare – \$600 million LWC Childcare Budget Request and Raising Child Care Quality and Accessibility Act
– SB 548 (de Leon/Atkins)
- Family Friendly Workplaces – Fair Scheduling Act
– AB 357 (Chiu/Weber)
- Building Economic Stability by Addressing Poverty – Repeal Maximum Family Grant – SB 23 (Mitchell) and increase the state's SSI/SSP grant so that when combined the payment will be 112% of the Federal Poverty Level – AB 474 (Brown/Thurmond)

Women are critical to a strong and vibrant California economy and play a pivotal role in spurring economic growth in California. Women comprise almost half the workforce of our state and are primary income-earners in many households. They influence the economy as decision-makers for their families, as consumers, and as workers. In fact, women predominate in industry sectors whose growth can be credited for California's recovery from the Great Recession of 2007-2008.

Yet women in California face obstacles to enjoying economically secure lives. California has the eighth largest economy in the world, but the nation's highest poverty rate and it is disproportionately harming women and children. Childcare access is lower in California than in other states. Women are paid less than their male counterparts for the same work in certain jobs. They are also more likely to work in minimum-wage and low-wage jobs, are more likely to live in poverty, and have fewer opportunities to advance in their careers. Unpredictable schedules and lack of leave time leave is taking a toll on too many families.

Ensuring the economic security of all Californian women and their families will benefit all communities including men, children and families who count on policies to meet their basic needs, earn a decent living, and care for their families. This is why advocates, workers, businesses, legislators and communities from across California have come together to promote a comprehensive economic security agenda for California in 2015.

www.strongercalifornia.org

#StrongerCA

A full listing of the bills included in this agenda is on the back. →

The 2015 Stronger California Legislative Agenda

Ensure Fair Pay and Job Opportunities

Fair Pay

- California Fair Pay Act – SB 358 (Senator Jackson)
- Minimum Wage Increase and Indexing
 - SB 3 (Senators Leno and Leyva)
- Pay Equity for Women in the Workplace
 - AB 1017 (Assemblymember Campos)
- Equal Pay for Equal Work Act of 2015
 - AB 1354 (Assemblymember Dodd)
- Eliminate Gap from Workers' Compensation
 - AB 305 (Assemblymember Gonzalez)
- Equal Pay Day
 - ACR 50 (Assemblymember Gonzalez)

Job Opportunities and Skills for a 21st Century Workplace

- Earn and Learn Bill
 - SB 342 (Senator Jackson)
- Self-Sufficiency through Education and GI Bill Exemption Act of 2015
 - AB 743 (Assemblymember Eggman)
- Basic Skills Innovation Strategies for the California Community Colleges
 - AB 770 (Assemblymember Irwin)

Expand Access to Affordable, Quality Early Childhood Care and Education

- Raising Child Care Quality and Accessibility Act
 - SB 548 (Senator de León and Assemblymember Atkins)
- Child Care Budget Request
 - Legislative Women's Caucus
- Child Care Reimbursement Rates for Alternative Payment Providers
 - AB 188 (Assemblymember Garcia)
- Child Care Alternative Payment Programs and Eligibility – AB 233 (Assemblymember Lopez)

Support Family Friendly Workplaces

- Fair Scheduling Act
 - AB 357 (Assemblymembers Chiu and Weber)
- Expand Paid Family Leave
 - AB 908 (Assemblymember Gomez)
- Paid Family Leave Awareness
 - Budget Request
- Extend Paid Sick Leave to All Workers
 - AB 11 (Assemblymember Gonzalez)
- Job Protection for Parents with Child Care Needs – SB 579 (Senator Jackson)
- California Family Rights Act
 - SB 406 (Senator Jackson)

Build Economic Security by Addressing Poverty

- Repeal CalWORKs Maximum Family Grant
 - SB 23 (Principle Author: Senator Mitchell; Senators Liu and Hancock; Assemblymembers Chiu and Chu)
- Earned Income Tax Credit – SB 38 (Senator Liu) and AB 43 (Assemblymember Stone)
- Supplemental Security Benefits
 - Budget Request
- Supplemental Security (SSI/SSP) Benefits
 - AB 474 (Assemblymembers Brown and Thurmond)
- Improving Access to CalFresh Employment and Training – SB 521 (Senator Liu)
- Sales Tax Exemption for Diapers
 - AB 717 (Assemblymember Gonzalez)
- Work Opportunity and Recession Relief Act of 2015 – SB 306 (Senator Hertzberg)